



**U.S. DEPARTMENT OF  
COMMERCE  
Bureau of the Census  
Recruiting Bulletin**

**Issue Date:** May 1, 2009

**Recruiting Bulletin No:** 3299-LCOM-09-009

**Closing Date:** June 1, 2009

**Location:** Multiple locations in Southern California and Hawaii

**Position Title:** **Local Census Office Manager (LCOM)**

**Pay Rate:** \*\$27.00 - 29.00 per hour, pay rate varies by area.

*\*These are 2009 Administratively Determined (AD) pay rates and any locality or cost of living has already been included in how the pay rates were determined and are not in addition to the current pay rate. Therefore any additional COLA or locality pay does not apply.*

**Number of Vacancies:** Few

**Excepted Service Appointment:** This is a not to exceed 1 year Schedule A appointment,  
Not to exceed 9/25/2010

**Area of Consideration:** Candidates residing within the local census office boundaries of Fresno, Imperial, Inyo, Kern, Kings, Madera, Mariposa, Merced, Monterey, San Luis Obispo, Tulare, Los Angeles, Orange, Riverside, San Benito, San Bernardino, San Diego, Santa Barbara, Ventura, Oahu, Kauai, Hawaii, Maui Counties. Applications will be assigned to the Local Census Office based on their residence within the Local Census Office Boundaries.

**Work Schedule:** This is a temporary Full-time position, covered by the mixed-tour employment program. A mixed-tour work schedule may be changed from full-time to part-time or intermittent to accommodate fluctuating workloads.

**Who May Apply:** All Qualified U. S. Citizens. Applications considered for Local Census Office within the Local Census Office boundaries of their residential address.

**Duties: Local Census Office Manager (LCOM):** The position manages staff and resources to carry-out office and/or field procedures; to direct and control all operational functions, resources, personnel; and implements a team-based environment to lead a temporary staff of office and field employees through multiple levels on accomplishing production goals and quality standards of enumerating all of the residences in the 2010 Census area of operation. The position must build strong local support for the Census by establishing effective relationships with local community-based and volunteer organizations and/or governments, and marketing the Census message to local media outlets (may include interviewing with these outlets.) The position will also include developing and making presentations; adapting the presentation to the specific audience; and speaking extemporaneously to a variety of audiences. This position will analyze office production operations and seek to eliminate bottlenecks and impediments to efficiency. Incumbent must analyze analytical and anecdotal information to develop systems for an efficient office operation supporting field activities.

**Qualifications:** To qualify for the Local Census Office Manager position, all applicants MUST:

- Pass a written management test
- Possess the minimum experience in each of the three areas contained in the Evaluation Criteria Attachment. Your experience for all three must be at least at the level described as "c" in the attached Evaluation Criteria Statement for the Local Census Office Manager. If you do not have that level of experience for any one of the questions, you are not qualified for the position. For each of the three Evaluation Criteria statements in the attachment, select the letter that best describes your experience. You must have experience in **all** aspects of the work described in order to claim credit for any given level. If you do not meet any part of the description for a level, you may not take credit for it and must chose one of the lower levels that you do meet in full.

**HOW TO APPLY:** Follow the steps as outlined below.

***Failure to do so will result in loss of consideration.***

**Step 1: Complete the following forms and take them with you...**

- Résumé, listing your work duties and accomplishments relating to the job for which you are applying and/or Optional Application for Federal Employment [OF612.pdf](#)
- Declaration for Federal Employment [OF306.pdf](#)
- [Evaluation Criteria Statement for Local Census Office Manager Position.](#)

**Step 2:** Call 866-861-2010 press 0 and enter your zip code to schedule the next available management exam.

**Step 3:** To be considered, all applicants must complete the attached Evaluation Criteria Statement form attached on page 4 and 5 of this recruiting bulletin. Reply to each question in column A. You must indicate the job from your attached resume that verifies the answer you selected OR write in your experience in the space provided in Column B.

Additionally, the following information must be included in your résumé/application to evaluate your qualifications and determine if you meet legal requirements for Federal employment. Failure to provide this information may result in loss of consideration.

- Recruiting Bulletin number, and Position title.
- Full name, mailing address (including zip code) and day and evening phone numbers (with area code).
- Social Security number
- Country of citizenship (**this Federal job requires U.S. citizenship**).
- Veteran's Preference – Applicants claiming 10-point veteran's preference must submit an SF-15, Application for 10-Point Veteran's Preference, with the required proof (i.e., statement from the Department of Veterans Affairs) and the latest copy of the DD-214, Certificate of Release or Discharge from Active Duty. If the applicant does not provide the supporting documentation for the 10-point preference, but has provided the documentation for the 5-point preference, they will receive the 5-point preference only (until the documentation for the 10-point preference is received).
- Highest Federal civilian grade held (if applicable)
- Highest education level achieved. Specify: name, city, state, zip code (if known), date or expected date (month/year) of completion of degree requirements, type of degree received, and graduate of foreign universities must include proof of foreign education equivalency to an accredited U.S. college/university.
- Paid and non-paid work experience related to the position. For each work experience include: job title, series/grade (if Federal employment), duties and accomplishments, employer's name and address, supervisor's name and address, starting and ending dates, hours per week, salary, and indicate if we may contact your current supervisor/employer.
- Job-related: training courses (title and year), skills (e.g., other languages, typing speed, computer software/hardware, tools, etc.), certificates/licenses (current), and honors, awards, and special accomplishments (e.g., publications, memberships in professional societies, etc.).
- Use of any Government agency envelopes to file job application is a violation of Federal laws and regulations. Applications submitted in Government envelopes or via Government FAX machines will not be accepted.
- Disabled veterans or any other applicants eligible for non-competitive appointments should specify their special eligibility on the application. Individuals with a disability may request reasonable accommodations by calling 877-232-3385.

**Take all completed application forms along with Evaluation Criteria Statement information with you to your scheduled Exam location.**

If you have previously taken the Management/Supervisory 29 question 60 minute exam. You do NOT have to re-test. Mail your application directly to:

U.S. Census Bureau  
Los Angeles Regional Census Center  
9301 Corbin Avenue, Ste. 1000  
Northridge, CA 91324  
Attn: 3299-LCOM-09-009

**APPLICATION DEADLINE:** Application materials must be received completed at the Management Exam session and no later than the closing date of June 1, 2009. Application's received after this date will not be considered.

**Payment of relocation expenses IS NOT authorized.**

For further information on this vacancy you may contact, recruiting, at 866-861-2010 press zero, enter your zip code and you call will be routed to the closest Early Local Census Office.

**CONDITIONS OF EMPLOYMENT:**

- This is a Mixed-Tour work schedule that may be changed from full-time, part-time, or intermittent to accommodate fluctuating workloads.
- Candidates selected for these positions must sign agreements outlining the conditions of employment prior to the appointment.
- You will be required to complete a Declaration of Federal Employment (OF-306) to determine your suitability for Federal employment and to authorize a background investigation. You will also be required to sign and certify the accuracy of all the information in you application. If you make false statements in any part of your application, you may not be hired; or you may be fired after you begin work; or you may be fined or jailed.
- Public law requires all new appointees to present proof of identity and employment eligibility (e.g., U.S. citizenship).

**THE U.S. DEPARTMENT OF COMMERCE IS AN  
EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

THIS CENSUS BUREAU DOES NOT DISCRIMINATE IN EMPLOYMENT ON THE BASIS OF RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, POLITICAL AFFILIATION, SEXUAL ORIENTATION, MARITAL STATUS, DISABILITY, AGE, MEMBERSHIP IN AN EMPLOYEE ORGANIZATION, OR OTHER NON-MERIT FACTOR.

EVALUATION CRITERIA STATEMENT FOR LOCAL CENSUS OFFICE MANAGER	
COLUMN A	COLUMN B
<p>Applicants <b><u>are required</u></b> to answer each of the <b>three</b> questions below in Column A by circling the best response <b><u>and</u></b> supporting that response in Column B.</p>	<p><b>Applicants are also required to complete the following:</b></p> <ol style="list-style-type: none"> <li>1. Indicate the job from your attached resume or other application form that verifies the answer you selected.</li> </ol> <p style="text-align: center;"><b>OR</b></p> <ol style="list-style-type: none"> <li>2. Write in the space below your experience that supports your answer. In addition to listing your experience, you <b>must include</b> the employer's name and address, the title of the position, and the dates of employment.</li> </ol>
<p><b>1. Please select the answer that best describes your experience demonstrating the ability to provide direct supervision over both employees and supervisors to accomplish production and quality standards. (Circle the appropriate letter.)</b></p>	<p><b><i>Response must support answer circled in Column A</i></b></p>
<p><b>a. As my primary responsibility, I have experience with <u>both</u> of the following:</b> Managing a staff of 100 or more employees that included at least two levels/tiers of subordinate management (e.g. I supervised manager(s) who, in turn, supervised other supervisor(s) or team-lead(s); managing employees who worked multiple geographic locations; and ensuring that work product is conducted in accordance with government or corporate policy and regulations.</p> <p><b>b. As my primary responsibility in a former position, I have experience with both of the following:</b> a) Managing a staff of 30 or more employees that included at least two levels of subordinate management (e.g. I supervised manager(s) who, in turn, supervised other supervisor(s) or team-lead(s); and, ensuring that work product is conducted in accordance with government or corporate policy and regulations.</p> <p><b>c. I have experience with both of the following:</b> Managing at least 10 employees through one level/tier of subordinate management (e.g., I supervised supervisor(s)/team lead(s)); and ensuring that work product is conducted in accordance with government and corporate policy and regulations.</p> <p><b>d. My experience is less than what is described above.</b></p>	

<p><b>2. Please select the answer that best describes your experience effectively communicating organizational goals:</b></p> <p><b>a.</b> I have experience representing my organization by preparing and giving speeches and presentation to the media, businesses, community, governmental, nongovernmental, and professional organizations to gain support, partnership, and/or relationships with diverse cultural community, religious, or other nongovernmental organizations to gain support or participation in organizational programs. This experience resulted in tangible results/benefits for my organization.</p> <p><b>b.</b> I have experience representing my organization by preparing and giving speeches and presentations to organizations outside of my place of employment to gain support or participation in organizational programs. However, my experience has not included developing working relationships with diverse cultural, community, religious, or other nongovernmental organizations. My experience included preparing and giving speeches and/or presentations to outside organizations' leaders and/or members, and resulted in tangible results/benefits for my organization.</p> <p><b>c.</b> I have experience establishing working relationships with different branches or sections within my organization to gain support or participation in organizational programs. My communication was limited to preparing and giving speeches and presentations to internal customers within my organization, including senior management. This experience resulted in tangible results/benefits for my organization.</p> <p><b>d.</b> My experience is less than what is described above.</p>	<p><b>Response must support answer circled in Column A</b></p>
<p><b>3. Please select the answer that best describes your experience with the administrative functions of an office.</b></p> <p><b>a.</b> I have managed the administrative functions of an office of at least 50 employees. I have done <u>all</u> of the following: Recruitment, selection, hiring, training, and disciplining subordinate staff.</p> <p><b>b.</b> I have managed most of the administrative functions for an office of at least 30 employees. This included management experience in three or more of the following: Recruitment, selection, hiring, training, and/or disciplining subordinate staff.</p> <p><b>c.</b> I have managed some administrative functions of an office of at least 10 employees, however I was only responsible for at least two of the following: Recruitment, selection, hiring, training, and/or disciplining subordinate staff.</p> <p><b>d.</b> My experience is less than what is described above.</p>	<p><b>Response must support answer circled in Column A</b></p>